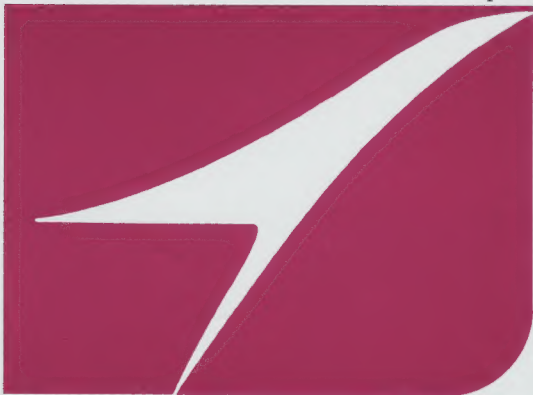


Aspira, Inc. of New Jersey
Annual Report



July 1, 1987 - June 30, 1988

Executive Director's Message

I want to thank the many friends of Aspira who have facilitated the work of the agency through their tremendous support since I began my tenure. The eighteen years of professional experience I bring to Aspira is in education, particularly as it pertains to the educational needs of Hispanics. It is, therefore, an honor to represent Aspira, the agency which, in my opinion, has been the most successful in addressing the educational needs of young people.

Dr. Antonia Pantoja's vision, that education is the vehicle to the economic development of the Hispanic community, continues to be Aspira's guiding light. Through the leadership and counseling program, we accomplish this mission. Through innovative and practical programs, Aspira has worked to stem the high dropout rate of Hispanic youth by providing leadership development training, as well as counseling and the support system necessary to help students graduate from junior high school, stay in high school, and continue their post-secondary education. Our young people, the Hispanic youth of New Jersey, are the core of our goals and objectives.

1988: A Year of Celebration!

We began the year celebrating the first anniversary of the successful expansion of Aspira's leadership development programs to Mercer and Camden counties. Counseling services expanded to five additional schools. Promoting educational achievement through professional counseling, workshops, conferences, field trips, and democratically organized, student-operated clubs, Aspira served over 2,000 students in the counties of Essex, Passaic, Camden, Mercer, and Hudson.

Aspira also celebrated 20 years of success and a reaffirmation of our commitment to the Hispanic community and the state of New Jersey.

In its 20-year history, Aspira has served over 25,000 youth and has placed close to 5,000 into colleges, universities and vocational training programs. Ninety five percent of students who receive Aspira's services graduate from high school and 90% further pursue their education at a post-secondary institution.

In responding to the special needs of the young people we serve, early intervention has become key to the "Aspira Process." We have found that junior high school students at Berringer Prep, Broadway Junior High, Pyne Poynt Junior High and Junior High School No. 2 actively participated in all our major events and



have become highly motivated toward continuing their education.

The Math and Science Program, Hispanic Women's Resource Center Consortium, and the Tutorial/Scholarship Program at Our Lady of Good Counsel and Barringer High Schools are additional examples of how Aspira addresses the special needs of our communities at the state and national level.

The year ended with a reception to mark our Charter Day celebration and to express our appreciation to our many friends and supporters. As the candles were lit and we sang "Happy Birthday" to Aspira, we all sensed that this was a new beginning.

1989: Building on Two Decades of Service!

And so the stage is set for Aspira to continue building on two decades of service, for 1989 promises to be an exciting and challenging year as we seek to reach new heights by continuing to respond to the special needs of young people, the Hispanic community, and the state. Aspira will continue to ensure that Hispanic youth get an education and will be contributing members to our society and the economy of New Jersey.

A handwritten signature in dark ink, reading "Hilda Rosario".

Hilda Rosario
Aspira Executive Director

College and Career Awareness

A major facet of Aspira's mission is to take students at an early age and provide them with a thorough understanding of the educational and career opportunities open to them. It's a kind of "head start" that enables young Hispanics to get a step up on their peers in the competitive college application and job search processes.

Elementary Choices

Aspira made its first foray into helping elementary school students make career choices by sponsoring a vocational education program for non-traditional careers. The program touched over 1,000 students in grades five through eight. Classroom presentations, field trips to Public Service Electric and Gas generating stations, and a career fair at Newark Airport made the youth aware of opportunities in a number of non-traditional vocations. In addition to providing career guidance, both of these programs serve the purpose of involving young Hispanics in the Aspira process as soon as possible.

This program also featured a career day exploring non-traditional careers for women. In this event, which was co-sponsored by Essex County Vocational Schools, nearly 100 girls in grades five through eight met at Essex County College to meet women actually working in fields such as engineering, air traffic control and police science.

Vocational Events

Felician College in Lodi was the sponsor of a career day for 220 Aspira middle and high school students. DeVry Institute presented a technical/computer careers workshop; Dr. Milagros Gonzalez, a pediatrician from Jersey City Medical center, covered health careers; New Jersey Network producer Willie Sanchez spoke on careers in media; representatives from nearly 30 colleges were available to answer questions; and, HISPAs, the AT&T Hispanic employees organization, presented a workshop on communications technology careers. Heddy Pena, president of HISPAs, made the day's keynote address.

AT&T helped familiarize students with the "real world" by co-sponsoring with Aspira an AT&T career day. Participants later prepared cover letters and resumes and underwent interviews in order to obtain summer internships at the company. The 25 interns selected worked with a mentor and were assigned to hands-on projects in various AT&T departments. The



Aspira's Third Stateside Youth Conference at Princeton University gave Aspirantes the chance to meet their counterparts from throughout New Jersey and discuss issues meaningful to the Hispanic Community.

program not only makes Aspirantes familiar with job hunting, but it also provides them with an opportunity to experience success in the corporate environment.

Careers in law was the subject of the conference held at the Richard Hughes Justice Complex in Trenton. Nearly 200 Aspirantes learned about legal careers ranging from court stenographer to attorney from a roster of speakers that included Hispanic Superior and Municipal Court judges, a special assistant to the state attorney general's office, and keynote speaker Manuel del Valle, a widely-respected attorney and law professor.

Medical Careers

The severe shortage of Hispanics in health care professions, especially as doctors, is an item of deep concern in the Latino Community that has been seized as an action issue by Aspira.

Steps taken to alleviate this shortage during the 1987-88 program year include medical school application workshops at Rutgers University and Aspira participation in the Boricua Health Organization National Convention at University of Medicine and Dentistry of New Jersey (UMDNJ). Aspira's health careers coordinator and 50 students attended the convention, which explored health issues affecting the Hispanic community and featured Dr. Raul Garcia-Rinaldi, chairman of the Department of Cardiovascular Surgery at West Houston Medical Center.

A health careers conference was sponsored by Aspira at William Paterson College. Some 200 high school students heard remarks made by Dr. Jose A. Guzman of New Jersey and learned about medical positions such as nursing, paramedic, and x-ray technician, as well as doctor and dentist.

Aspira also honored 20 Hispanic UMDNJ graduates at a dinner dance co-sponsored by the Boricua Health Organization and the Student National Medical Association. Cause for further celebration came that summer when twelve Hispanic students were accepted by UMDNJ and other Aspirantes made plans to attend Harvard Medical School, Bryn Mawr Medical College of Pennsylvania, University of Iowa Medical School, and Fairleigh-Dickinson Dental School.

Educational Assistance

The ultimate success of Aspira's educational assistance efforts in 1987-88 is reflected in the fact that the organization helped place 179 students into post-secondary or post-graduate educational institutions. Colleges that Aspira alumni attended in the fall of 1988 include Rutgers University, Temple University, New Jersey Institute of Technology, Kean College, Trenton State College, and Seton Hall University.

Two Aspira supporters who have devoted a great deal of time, energy and resources to the organization were honored during the '87 - '88 program year with a lasting and appropriate tribute. Edward J. Lemihan, formerly of Public Service Electric and Gas and Renaissance Newark, and chairperson of Aspira's Committee of Sponsors; and Frederick G. Meisner, formerly of New Jersey Bell and a Committee of Sponsors member, had a pair of scholarships created in



Aspira's '88 Awards Night closed with a lighting of candles in the "Areyto Ceremony," which commemorates the graduation of Aspira students from the program.

their names that will benefit Aspirantes for years to come.

Aspirantes also provided some educational assistance of their own to elementary school students in Newark as five Aspirantes from Barringer High spent three hours each week tutoring second and third graders at Franklin School. At the end of the school year, the student tutors were awarded \$500 scholarships from New Jersey Bell for their own post-secondary education.

Youth Congress

Aspira's Youth Congress, a representative body composed of Aspira club members from throughout New Jersey, is an organization through which Latino students learn parliamentary procedure and hone their leadership skills by undertaking an ambitious project - the Aspira Statewide Youth Conference.

Over 300 Aspira club members gathered at Princeton University for the Youth Conference in May of 1988 to discuss a number of issues affecting the Hispanic community. The conferees took advantage of the opportunity to participate in workshops on education, student/parent relations, AIDS, teenage pregnancy, and drug abuse.

Youth Congress members divided into groups, each of which did an in-depth study on one of these topics and completed a research paper which was presented to the Conference's General Assembly. Mercer County Assemblyman John Watson delivered the event's keynote address, after which attendees participated in panel discussions and a press conference.

Cultural Activities

History and culture are vital in that they link us with key elements of our past and help provide us with a sense of identity to carry through our lives. Because of this, instilling in youth a deeper knowledge of their Latino heritage remained a major focus of Aspira's cultural activities in 1987-88.

The beauty of Latino drama, for example, was experienced by Aspirantes from the Trenton center as they traveled to New York City to witness a performance by the Puerto Rican Traveling Theater.

Meanwhile, other students from Newark's Barringer High took on the role of performers to bring Hispanic art forms to statewide audiences through their membership in the Aspira Dance Troupe. The troupe appeared at numerous colleges, schools, and other functions, including the Aspira Youth Congress Open House held at the Rutgers Newark Robeson Campus Center. At the Open House, Youth Congress members in attendance shared a traditional meal and made a declaration of the body's goals and objectives to students in attendance. The Open House was designed to get these students involved in Aspira on the club level by seeing the Congress in action.

Aspira's activity for Three Kings Day, the traditional celebration held in conjunction with Christmas, was



Maria Viscarrondo-DeSoto (right), seen here with Newark Mayor Sharpe James at the 1988 Aspira Annual Luncheon, ended a highly successful tenure as Aspira's executive director at the end of the 1987-88 program year. The Aspira family wishes Maria our best in her new career as a private consultant.



Herb Poeschla (left), plant manager of Anheuser Busch Newark Wholesale Operations welcomes Aspira supporters to 1988's 20th Anniversary Luncheon as Aspira Chairperson Elsa Nunes-Wormack looks on. Anheuser Busch hosted the gala at its Newark facilities.

held at Our Lady of Good Counsel Church in Newark. A local puppeteer entertained and a group of Aspirantes gave a performance that illustrated the significance of the Three Kings observance.

A great deal of cultural pride was displayed by the nearly 100 Aspirantes who participated in the New Jersey Statewide Puerto Rican Day Parade. AT&T helped the students display their Aspira affiliation by providing logo T-shirts for the occasion.

Public Policy Leadership Program

The Public Policy Leadership Program marked its third year in 1988 having made many positive inroads toward fulfilling its mission: to nurture leadership potential in Hispanic youth and increase Hispanic participation in the policy formation and leadership process to a representative level.

Fifteen students took part in the first phase of the program in which they receive instruction on policy formulation and issues in their communities. In the second phase, eight of those students interned with local leaders representing organizations that included the Newark Board of Education, Hispanic Women's Task Force, Essex County College Board of Trustees, and the Camden Department of Human Services.

Trenton's Rebecca Rodriguez was the outstanding intern selected to participate in a national internship in the third phase of the program. Rebecca spent a summer of learning in Washington, D.C. under her mentor, Donna Alvarado, director of the volunteer services organization ACTION.

Aspira Expansion

The 1987-88 program year saw Aspira expand its scope of operations into the central and southern regions of the state with the opening of centers in Trenton and Camden. Both were opened at the invitation of Friends of Aspira, a volunteer support group comprised of professionals and civic leaders.

The Trenton Center, created through grants from the Mary Owen Borden Memorial Foundation and the state, was opened at a gala reception attended by Mercer County Executive William Mathesius and Trenton Mayor Arthur Holland. The center runs Early Intervention and Leadership Development programs, and maintains counselors at Trenton Central High School and Junior High School No. 2.

Aspira's Camden Center "hit the ground running" after its formation by initiating programs at Camden and Woodrow Wilson high schools, and Pyne Poynt middle school. The Camden center was funded by the state, county, Campbell Soup Fund, Subaru of America Foundation and Midlantic Bank South, and is located in office space donated by Glassboro State College.



Fred G. Molesner, Jr. (left), a member of Aspira's Committee of Sponsors, and Elao Nunes-Wormack (right) hold up a contribution check from Anheuser-Busch at the 20th Anniversary Luncheon.



Carmelo Figueroa (right), Aspira's leadership development coordinator, presents a recognition award to an Aspirante at the annual Awards Night Ceremony held at Rutgers University. Seated at right is Hector Bonilla of Rutgers' Equal Opportunity Fund department.

Aspira, Inc. of New Jersey

Statement of Support, Revenue and Expenses and Changes in Fund Balances Year Ended June 30, 1988

	Current Funds			
	Unrestricted	Restricted	Fixed Asset Fund	Total All Funds
Public Support, Grants and Revenue:				
Corporations and foundations	\$ 114,350	\$ 100,146	—	\$ 214,496
Government grants	10,000	233,233	—	243,233
Transfers from The Aspira Association, Inc. (note 4)	—	89,311	—	89,311
Community, including United Way (Note 6)	31,025	65,395	—	96,420
Miscellaneous	5,888	—	—	5,888
Transfers of administrative overhead	24,783	(24,783)	—	—
Total public support, grants and revenue	186,046	463,302	—	649,348
Expenses:				
Program Services:				
Health career opportunities	2,747	105,278	—	108,025
Business career	12,228	65,464	—	77,692
Other career and educational counseling	52,330	284,942	—	337,272
Total program services	67,305	455,684	—	522,989
Supporting Services:				
Management and general	68,425	—	10,510	78,935
Fund raising	8,408	—	—	8,408
Total supporting services	76,833	—	10,510	87,343
Total expenses	144,138	455,684	10,510	610,332
Excess (Deficiency) of public support, grants and revenue over expenses	41,908	7,618	(10,510)	39,016
Donation of computer equipment	—	—	81,869	81,869
Fund balances, beginning of period	60,895	1,226	2,323	64,444
Funds balances, end of period	\$ 102,803	\$ 8,844	\$ 73,682	\$ 185,329

The accompanying notes are an integral part of these financial statements.

Aspira, Inc. of New Jersey

Statement of Functional Expenses

Year Ended June 30, 1988

	Program Services				Supporting Services			
	Health careers opportunities	Business career	Other career and educational counseling	Total	Management and general	Fund raising	Total	Total expenses
Salaries	\$ 79,094	\$ 34,168	\$ 185,140	\$ 298,402	\$ 22,917	\$ 5,880	\$ 28,797	\$ 327,199
Payroll taxes and fringe benefits	15,518	6,604	37,028	59,150	4,390	1,128	5,518	64,668
Total salaries and related costs	94,612	40,772	222,168	357,552	27,307	7,008	34,315	391,867
Board activities and meetings	—	—	—	—	244	—	244	244
Contributions and community support	—	—	—	—	915	—	915	915
Educational and program materials	318	638	4,478	5,434	—	—	—	5,434
Insurance	—	—	550	550	5,658	—	5,658	6,208
Occupancy, utilities and maintenance	4,015	9,408	23,812	37,235	3,491	388	3,879	41,114
Printing and publications	1,657	200	1,400	3,257	4,719	490	5,209	8,466
Professional fees and contractual services	693	14,07	16,895	31,667	10,055	—	10,055	41,722
Program activities, seminars and workshops	2,363	643	11,484	14,490	2,782	—	2,782	17,272
Scholarships and stipends	1,985	1,290	27,124	30,399	—	—	—	30,399
Supplies and equipment rental	371	4,337	8,173	12,881	3,615	401	4,016	16,897
Telephone and postage	1,391	4,924	12,652	18,967	1,831	121	1,952	20,919
Travel and meetings	620	447	7,337	8,404	4,470	—	4,470	12,874
Miscellaneous	—	—	—	—	3,338	—	3,338	3,338
Total expenses before depreciation and amortization	108,025	76,738	336,073	520,836	68,425	8,408	76,833	597,669
Depreciation and amortization	—	954	1,199	2,153	10,510	—	10,510	12,663
	\$ 108,025	\$ 77,692	\$ 337,272	\$ 522,989	\$ 78,935	\$ 8,408	\$ 87,343	\$ 610,332

The accompanying notes are an integral part of these financial statements.

\$100 Donors 1987 - 1988

Debby Bolof
 Diane Maldonado-Carvajal
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 Salvatore Giardina
 Richard Grieskey
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 Doris Ortiz
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 Mariano Vega
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Foundations 1987 - 1988

Allstate Foundation
 Becton Dickinson Foundation
 Mary Owen Borden Memorial Foundation
 Bunbury Company
 Campbell Soup Fund
 Max & Dora Cooper Family Foundation
 Geraldine R. Dodge Foundation
 Ford Foundation
 James Kerney Foundation
 Leighton & Carin Laughlin Trust
 Leavens Foundation
 Merck Company Foundation
 Jay R. Monroe Memorial Foundation
 National Starch & Chemical Foundation
 William Penn Foundation
 Pew Memorial Foundation
 Ronald McDonald Children's Charities
 Roxiticus Fund
 Subaru of America Foundation
 Turrell Fund
 Victoria Foundation
 Vincent & Ana Visceglia Foundation

Unions 1987 - 1988

Communication Workers of America (Local 1039)
 International Ladies Garment Workers Union (Local 1099J)
 International Union of Operating Engineers (Local 825)

Corporations 1987 - 1988

Allied Signal
 Anheuser-Busch
 Arrow Group Industries
 AT&T
 Atlantic Electric
 Atlantic Industries
 Bally's Park Place Casino
 Barton Press
 Bell Communications Research
 Broad National Bank
 Broadway Bank & Trust Co.
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 Sistemas Corporation
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 Warner Lambert
 WNWK